

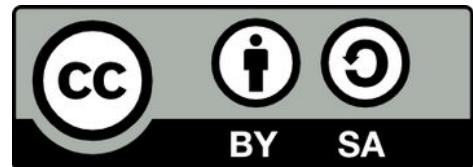
# Accelerated Learning Process For Adults

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## WHY?

Apparently children's brains develop connections faster in the first five years than at any other time in their lives. But what happens after 5 years of age? And what about adults? ALPFA is about a process to speed up the learning rate of adults.

If you apply certain principles in the right order during the teaching process, it should be possible to speed up the learning rate.

*In order to survive in the information age we have to become a Continuous Learners ... and after the age of six, human learning rates seem to slow down significantly... so in order to survive we have to find ways to accelerate our learning rate.*

# The PROCESS

The proposed process consists of three phases, each with three elements.

The foundation phase consists of expectation, structure and principles. In the exploration phase we allow for two-way interaction, active application and introspection. The utilisation stage caters for skills demonstration, applause and revision.

## Foundation Phase



### 1: benefit

The very first step is to Determine the NEED and Create Expectation of what is to be achieved. We establish destination (goal), the reason (why) and we sell the benefit.

### 2: structure



Present Structure: nothing can be organised without structure. Also, memory works by association. A skeleton is needed to organise and associate our content into context.

Visual structures like flow diagrams, brain-maps, models, road maps and outlines help to place the muscles, and organs in the right place in the body.

### 3: principles



Basic Core Principles (laws) are governing each area of life. We only have to introduce the applicable principles, without detail. Respect people's right to discover the details for themselves. It will be an adventure never forgotten.

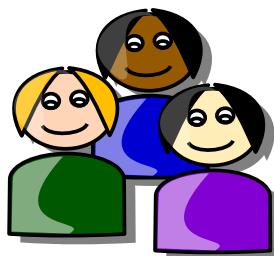
Story telling is an excellent tool to make it easy to understand principles and to remember things.



# Exploration Phase



## 1: group learn



Man is a pack animal. Group learning is a powerful tool to form Understanding and shape Concepts. Allow free exploration, let them answer their own questions, direct the flow but don't try to control things too much.



## 2: play

Now put the theory into action. Develop skills by actively applying the concepts by creating scenarios, doing simulations, role playing and games.



## 3: dream

After action satisfaction. Give each person time for introspection. Their own thoughts, plans, dreams, and visions.

# Competence Phase



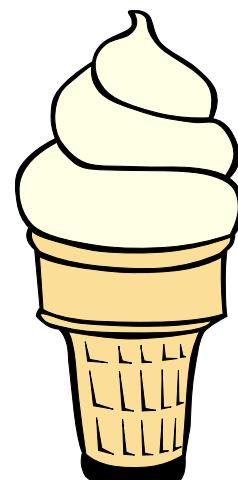
## 1: show

The capstone is an opportunity to display, present, test and exercise the skills in a safe environment. This can be a test, project, presentation, result or any other practical deliverable item that must be produced.



## 2: applause

Recognition for achievements ignites passion and purpose in people. Applause is like a drug. People will continue to make use of what they have learned when they believe in themselves and are recognised.



## 3: follow up

So don't just leave it there, follow up ! How is it going, how are you doing, is it still working, have you been training others ?

# Origins of ALPFA

ALPFA was developed by combining the concepts and principles of 5 pillars of learning and competence development:

1. The Concept of **Learning Styles**.
2. **The 7 Laws of the Learner** by Bruce Wilkinson.
3. A Model for the **Development of Competence** *MBA thesis by the Author*.
4. Principles and Process from the Evelyn Wood **Speed Reading** Courses.
5. Using principles from **Team Sport** to design training.

More detail about this is available on request.